



IBEW 483

Newsletter of the International Brotherhood of Electrical Workers, Local 483

April 2010

Representing: Light • CFS • Clerical • Water • Water Pollution Control • Building Maintenance • Supervisors • Click! Network • Elmhurst • Fircrest • Lakeview • Milton • Ohop • Parkland • Peninsula Light • Sumner • Eatonville • Pierce County Traffic Signal • Asplundh Tree • Trees Inc. • Henkels & McCoy • RCE Flagging • Osmose • Northwest Line Construction • Pacific West Corporation • KVA

Official Notice of 2010 Nominations and Election of Union Officers

In accordance with Article III of the Bylaws of IBEW Local 483, nominations and election of officers shall be held every three years. This year, 2010, the members of IBEW Local 483 will elect the following officers:

- **Business Manager/Financial Secretary and Delegate to the IBEW International Convention**
- **President and Delegate to the IBEW International Convention**
- **Vice President**
- **Treasurer**
- **Recording Secretary**
- **Six (6) Executive Board Members**
- **Two (2) additional Delegates to the IBEW International Convention. We are entitled to four (4). The Business Manager/Financial Secretary and President are delegates by virtue of their office.**

The 38th International Convention will be held in Vancouver, Canada in 2011.

**Nominations will be held:
May 13, 2010
at 6:00 p.m. at the
General Membership Meeting
at the IBEW 483 Hall**

Mail ballots will be sent to eligible members on or before June 2, 2010.

The ballots must be received in our Post Office Box by 4:00 p.m., on June 17, 2010.

Ballots will be counted at 5 p.m., June 17, 2010, at the Union Office.

Candidates receiving the most votes for each office will be declared the winners.

All voting shall be by mail ballot and mailed to the Election Committee Post Office box, which is used only for mail ballots. **No ballots will be accepted at the Local Union office.**

No member shall be eligible for nomination to any office unless he/she has been a member in good standing of IBEW Local 483 for at least two (2) consecutive years immediately prior to the date of nomination.

A member must be an "A" member in order to hold the office of Business Manager/Financial Secretary. If a "BA" member is nominated for the office of Business Manager/Financial Secretary and accepts the nomination, it will be necessary to immediately submit a letter to the Election Judge stating that if elected, he/she will change his/her

classification to "A" membership and remain so for the duration of his/her term.

No member shall be nominated for office unless he/she is present or signifies his/her willingness in writing. Written acceptance of a nomination must be presented at the meeting when nominations are held.

No member shall be a candidate for more than one office, except as provided in the Bylaws and with the International approval. If nominated for more than one office, the member shall immediately declare for which office he/she will be a candidate.

After nominations are made and closed, the President shall appoint an Election Judge and four (4) Tellers, who shall serve as the Election Board to conduct the election. No candidate for any office shall be eligible to serve on this Board.

When the candidates are determined to be qualified, the ballots will be prepared, listing in alphabetical order the names of all candidates for each office, beginning with the President and continuing in the order named in the IBEW Constitution. Such ballots shall not contain any identifying numbers or marks.

Installation of the newly elected officers will take place at the General Membership meeting in July.

**International Brotherhood
of Electrical Workers
Local 483**

Officers and Staff

Business Manager/
Financial Secretary Alice Phillips
President Mike Shook
Vice President Kirk Sloan
Recording Secretary Janet Davis
Treasurer Ken Severe

Executive Board Members:

Gordon Cavanaugh ... Nancy Douglas
Sam Palmisano John Parker
Kevin Odegard Mike Snider

Asst. Bus. Mgr. ... Gayleen Wederquist
Asst. Bus. Mgr. Byron Allen
Office Manager Rianne Cornelison
Secretary April Church
Secretary Karri Collins
Building Maint. Duane Weber

3525 South Alder Street
Tacoma, WA 98409
Telephone: (253) 565-3232

Appealing the Results of an IBEW Election

Any member, including a defeated candidate, may challenge an election by filing a written protest with the International Vice President.

**Michael Mowrey, I.V.P.
IBEW, Ninth District
2500 Venture Oaks Way, Suite 250
Sacramento, CA 95833-4221**

- The protest shall be filed **within thirty (30) days of the certification of the election results by the election judge** and shall specify the alleged violations of the election rules provided by law, the Constitution, and/or the Local Union Bylaws. The International Vice President shall investigate all such protests and render a decision in an expeditious manner.
- The decision of the International Vice President shall be considered final. Any protesting member(s) may proceed to the U.S. Department of Labor if not satisfied with the decision of the International Vice President.
- Members should be encouraged to present their protest to the Election Board or Election Judge prior to submitting the protest to the International Vice President.

IBEW Local 483 Brotherhood/Old Timers Night

Friday, May 14, 2010 – at 5:30 p.m.

**IBEW Local 483 Hall
3525 South Alder Street**

*All 483 members, active and retired, and
their families are invited to attend.*



2010 Relay for Life

Have you ever wanted to tell the Reps. to take a hike? Here is your chance and our challenge to you... We are listed on the Relay for Life of Tacoma web page as part of the IBEW team. Look for Alice, Byron and Gayleen.

Now for the challenge...if we receive \$5,000 in donations we will have a Rep. on the track for the entire 24 hours. Come on folks! Want to put us to work for a good cause? Tell us to “TAKE A HIKE” with your donation today. Donations can be made at <http://main.acsevents.org/goto/IBEW.Alice.Gayleen.Byron>

Feel free to join our team! Also, if you are a Tacoma Public Utilities employee, this will count towards your Incentive Program.



**Nominations &
Election of Unit Officers**

Clerical, Customer & Field Services, and Water Units will nominate and elect Unit Officers at their June meetings. Each unit shall elect the following officers:

Chair Vice Chair Secretary

Business Manager's Report

What's Happening . . .

With the arrival of the New Year, the battle continues. We are very busy at the Union Office, and I wanted to take this opportunity to fill you in on what has been going on and what is coming up. We have been very involved with the Tacoma City Council races and we fared very well.



IBEW Local 483 endorsed:

- ◇ Marilyn Strickland
- ◇ Jake Fey
- ◇ Marty Campbell
- ◇ Beckie Summers-Kirby
- ◇ Victoria Woodards

2010 Tacoma City Council:

- ◇ Marilyn Strickland
- ◇ Jake Fey
- ◇ Spiro Manthou
- ◇ David Boe
- ◇ Ryan Mello
- ◇ Joe Lonergan
- ◇ Marty Campbell
- ◇ Lauren Walker
- ◇ Victoria Woodards

In addition, IBEW Local 483 endorsed Julie Anderson who was elected to the position of Pierce County Auditor. As you can see, we were very successful in getting Labor friendly candidates elected. Now we have to hold them accountable.

City of Tacoma

My staff and I have been up to our necks with the City of Tacoma

Pay & Compensation Study. For the most part the wage openers for Water and Water Pollution Control are going well. Unfortunately Clerical, CFS and Supervisors are not going so well, in fact we are at a dead standoff. I recently met with our newly elected City Council members, Human Resources Director and our Labor Relations Manager to try to work through this issue. The main sticking point at this time is Published Surveys vs. Custom Surveys. The difference is simple, Published Surveys are just a mix match of different companies from all over Washington State as well as other states. These companies may be different every year and may include different classifications every year. This is not what I, nor the Local Union understood was going to be the solution for the market determination. It is not consistent, not transparent and is not acceptable. We will keep trying to move the process along, but if needed, we may want to start some Union activity. We need to let the City know that this is not acceptable and that they should follow through on their commitment to their employees who work hard to make the City function.

Falling Victim to the Economy

The NRECA Retirement Plan, which is the plan that most of our Mutuels and Cooperatives have, is not doing well. They have fallen victim to the economy and in order to make it fully funded, the Board of Trustees has announced an increase of 35% to 42% with administrative fees. This coupled with a Consumer

Price Index (CPI) in the negative, the members at the following Mutuels and Cooperatives have made some sacrifices to hopefully avoid layoffs:

Parkland: Settled a three (3) year contract with no Cost of Living (COLA) increase in all 3 years. Starting April 1, 2010 the employees will pay an additional \$5 per month towards their medical insurance. In 2011, the employees will be required to pay an additional \$10 per month toward their medical insurance. They did receive an increase in Standby Pay and language changes that will clarify working conditions in a number of areas.

Elmhurst: Although the Elmhurst contract was not up for negotiations until next year, the members felt that it was in their best interest to try and extend their contract one (1) year and see if the economy recovers. The agreement that was reached allowed the members to forgo the 2010 COLA, extend the contract one year and receive a COLA of 100% of CPI-W with a minimum of 2% and a maximum of 4% in 2011.

Peninsula Light: The members at Peninsula Light waived their COLA for 2010, and have reduced their 401(k) employer matching by ½ until 2011, at which time the employer will return to its previous matching. We also agreed to change the retirement plan for all new hires. The new plan is an Age 62 Plan instead of a 30 Years and Out Plan. The members also agreed to extend the agreement to 2012.

Contract Negotiations

Milton: Will be serving twelve (12) Furlough Days in 2010. Their contract expires December 31, 2011.

Sumner: Is asking for three (3) Furlough Days 2010 in addition to the four (4) Furlough Days they took in 2009. Management is also asking for premium sharing on their medical.

Lakeview: Is currently in negotiations and things seem to be going well. Lakeview is taking a hard look at their current medical plan, which seems to be the norm lately, and our members are carefully reviewing options concerning the medical plans that are available at this time.

NECA: An agreement has been reached between Labor and the owners in the four local NECA agreement. The contract has been ratified by the membership of the four locals, and some of the highlights of the agreement are as follows:

- ◆ Increase in meal compensation.
- ◆ Time of storm work assignment.
- ◆ Establish a committee to discuss Short and Long Term Disability.
- ◆ Foreman-by-name call has to be on a Local's books a minimum of two (2) working days.
- ◆ Increase in NEBF employer contribution.
- ◆ Establish a joint committee for three phase work.
- ◆ Line Crew composition for three phase work.
- ◆ Helicopter tower top transfer.
- ◆ General wage increase over the three year agreement.

The bargaining committee met with the owners over the months of December through February to hammer out an agreement, which

will include retroactive pay from February 1, 2010.

The State of Our Union

It has been over 20 years since I stood before the members of IBEW Local 483 and took the membership oath. Many of us have shared in this tradition, and many have not. We have gotten to a point in our society that we look for what we can get instead of what we should give. As Union members, there is a responsibility that we all share. It is our responsibility to make our Union strong, to communicate with non-union workers, to organize and welcome the unrepresented workers into our Union, to help make our workplace safe and healthy and to uphold our Collective Bargaining Agreements, Bylaws and Constitution.

I have received feedback from our members stating that our Union staff is not doing enough. How many times have you heard, "the Union never called me, the Union did not get my input, the Union did not ask for my wage increase, or all the Union does is take my dues?" In the eyes of our members the Union has become nothing more than a service that is paid for through their dues.

The IBEW is more than that, it is our family, it is a place where members can turn to when there in need, it is a community outreach. We support the unemployed workers by giving back to food banks and other community based projects. It is your voice in the workplace, but we need the members to share their concerns and provide their input to our Union leadership.

The only way that this can happen is through your participation. Become involved in

the Union, attend Union meetings and call the Union staff with any concerns or interests that you may have. Volunteer for an IBEW Local 483 committee like our Political Action Committee, Exam Committee, Brotherhood Fund Committee, Budget Committee, Audit Committee, Large Wage Committee, Small Wage Committee or the Picnic Committee, just to name a few. We also have several Union sponsored community events such as Relay for Life and the Special Olympics.

A strong Union has the ability to garner support for their causes because they have a strong membership that will stand up and become involved. There are a number of classes that our International is requiring us to provide to our membership. We will need a minimum of ten (10) members to hold a class, and my concern is that I don't know if we will have enough members to hold any of these classes. I hope that you will prove me wrong. Some of the training classes are going to be: Leadership Training, Code of Excellence Training, Bargaining 101 and as always, the Shop Steward Training.

I hope that you look at the Union in two ways. The first is as an insurance policy that will be there to do what it can to help you through any issues you may have. The second is as a voice in your workplace, your community and your government.

Thank you for allowing me to hold such an honorable position with this Local and for allowing me to be part of such a proud and distinguished organization.

Call Center Conference

IBEW Local 77 is hosting their annual Call Center Conference from May 21, 2010 through May 22, 2010. As in previous years, we have been invited to attend. In the past this conference has offered valuable information and insight into the industry and working environments of other utilities in our area.

Over the past couple of years we have taken Customer Service Assistants and Customer Service Representatives to this conference from several of our utilities, and I believe they have all found value in this interactive conference as well as a fresh perspective. If you are interested in attending this two day conference please contact the hall at (253) 565-3232.



Tacoma Water's Pipe Tapping Team Does It Again...

Has any pipe tapping team ever in the history of an official pipe tapping competition earned a time below one minute? If not, they have now! Congratulations to IBEW Local 483 members (from left) Michael McCaffrey, Geff Yotter and Doug Reed. They had an official judged time of 00:59:83 seconds at the Evergreen Rural District Truck Rodeo in Spokane, which may very well make them the fastest team ever! Keep up the good work!

New Office Assistant at IBEW Local 483

If you've called our office within the last several weeks, you may have heard an unfamiliar voice on the other end of the line. IBEW Local 483 is pleased to announce the recent hiring of Karri Collins. She previously worked 17 years as the Office Manager at a Dental Office. She is quickly learning the ropes and we are very pleased to have her as a part of our team. If you get a chance, stop in and say hello!

Good & Welfare

Condolences to the Families and Friends of:

- ◇ Pete Miller, Water Serv. Supv.
- ◇ Nadia Willette, Office Asst.
- ◇ Eugene Nollan, Bldg Maint.
- ◇ Donna Bosinski, Office Asst.
- ◇ Glen Curnutt, Line Equip. Oper.
- ◇ Joan Helbig, Past Pen. Light Clerk
- ◇ Lyn Jensen, Retired Hydro. Oper.

Get Well Wishes to:

- ◇ Sarah Cummins, Admin.Asst.
- ◇ Ryan Groves, Office Asst.
- ◇ Irvin Hooper, Bldg.Maintenance
- ◇ Lindsay Lawrence, Office Asst.
- ◇ Tina Lyons, Custodian
- ◇ Holly Mazurek, Cust. Svcs. Asst.
- ◇ Christine Moss, Admin. Asst.

Please remember to contact the Hall if you have had a change of address, telephone change, name change, etc. Also, if you are on an unpaid status please contact the Hall to make sure your dues stay current.

**International Brotherhood of
Electrical Workers, Local 483**
3525 South Alder Street
Tacoma, WA 98409

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Change Service Requested

April Meeting Schedule				
Executive Board	Thurs.	Apr. 08	5:00 p.m.	Union Hall
General Meeting	Thurs.	Apr. 08	6:00 p.m.	Union Hall
Water	Tues.	Apr. 20	5:30 p.m.	Union Hall
CFS	Thurs.	Apr. 15	6:15 p.m.	Union Hall
Clerical	Wed.	Apr. 28	5:15 p.m.	Union Hall
Peninsula Light	Mon.	Apr. 12	4:30 p.m.	Peninsula Light
May Meeting Schedule				
Executive Board	Thurs.	May 13	5:00 p.m.	Union Hall
General Meeting	Thurs.	May 13	6:00 p.m.	Union Hall
Water	Tues.	May 18	5:30 p.m.	Union Hall
CFS	Thurs.	May 20	6:15 p.m.	Union Hall
Clerical	Wed.	May 26	5:15 p.m.	Union Hall
Peninsula Light	Mon.	May 10	4:30 p.m.	Peninsula Light
June Meeting Schedule				
Executive Board	Thurs.	June 10	5:00 p.m.	Union Hall
General Meeting	Thurs.	June 10	6:00 p.m.	Union Hall
Water	Tues.	June 15	5:30 p.m.	Union Hall
CFS	Thurs.	June 17	6:15 p.m.	Union Hall
Clerical	Wed.	June 23	5:15 p.m.	Union Hall
Peninsula Light	Mon.	June 14	4:30 p.m.	Peninsula Light

*We encourage all members to attend Union meetings.
If you have a special need that makes it difficult for you to participate, please contact the Local Union
Office at (253) 565-3232 so that we may arrange necessary accommodations.*